

House Resolution 117 - Introduced

HOUSE RESOLUTION NO. 117

BY WESSEL-KROESCHELL

1 A Resolution requesting that the legislative council
2 establish a multistakeholder legislative interim
3 study committee to identify compensation enhancement
4 strategies for those who work in the high-demand
5 occupation of direct care.

6 WHEREAS, direct care workers encompass a range of
7 individuals who provide supportive services and care to
8 people experiencing health conditions, illnesses, or
9 disabilities for which they receive compensation; and

10 WHEREAS, direct care workers provide care in
11 a variety of settings including homes and other
12 community-based settings, assisted living programs,
13 nursing facilities, hospice, and hospitals, have over
14 thirty job titles, and serve Iowans of all ages and
15 abilities; and

16 WHEREAS, the demand for direct care workers is
17 increasing and will continue to increase as more than
18 eight hundred thousand Iowans will reach retirement age
19 by the year 2030, increasing the potential need for
20 long-term care services in some type of setting; and

21 WHEREAS, ninety percent of direct care workers
22 nationwide are women aged twenty-two to forty-five and
23 are disproportionately women of color; and

24 WHEREAS, the population of women in the United
25 States aged twenty-two to forty-five will significantly
26 decline in the coming decades; and

27 WHEREAS, the top hiring issues identified in a 2016
28 Iowa workforce survey for employers of direct care

1 workers included lack of applicants and low wages and
2 compensation, with low wages and compensation also
3 identified as a top retention issue; and

4 WHEREAS, jobs with inadequate compensation and lack
5 of benefits also create a greater reliance by this
6 workforce on government support; NOW THEREFORE,

7 BE IT RESOLVED BY THE SENATE, That the senate
8 requests the legislative council to establish a
9 multistakeholder interim committee comprised of
10 members of the senate and house of representatives
11 and representatives of direct care workers providing
12 services to various populations, including those with
13 disabilities, in various settings; the Iowa caregivers;
14 community colleges; the Iowa skills2compete coalition;
15 the department of education, the department on aging,
16 the department of public health, the department
17 of human services, the department of workforce
18 development; managed care organizations and other
19 third-party payors; the Iowa health care association;
20 leadingage Iowa; HCI care services; visiting nurse
21 services of Iowa; the Iowa assisted living association;
22 the business community; AARP Iowa; the child and family
23 policy center; an individual with a disability who
24 receives supports from a direct care worker; a family
25 caregiver utilizing services of a direct care worker;
26 and others as deemed appropriate; and

27 BE IT FURTHER RESOLVED, That the interim committee
28 shall, at a minimum, provide an update on the status of
29 the current direct care workforce; define compensation
30 for the direct care workforce; research best practices

1 in elevating the compensation of the direct care
2 workforce that may exist in other states; identify
3 potential strategies for increasing direct care worker
4 compensation, reducing reliance on public supports,
5 and the feasibility and fiscal impact of each strategy
6 identified; and provide a report of the committee's
7 findings, including recommendations identified by
8 priority and an outline for implementation of each
9 strategy recommended, to the general assembly by
10 December 20, 2018.